

# DAYSPRING TRUST

## GENDER PAY GAP REPORT 2021/2022

Dayspring Trust as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

We publish these results on our own website by 31 March each year.

We use these results to assess:

- the level of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### 1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 21%. This is the difference between the average hourly earnings of men and women and the figure has reduced by 3% this year.

### 2. Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 37%. This is the mid-point in the ranges of hourly earnings of men and women and the figure has reduced by 4% this year.

### 3. Mean and Median Bonus Gap

Dayspring Trust does not pay bonuses to its employees.

### 4. The Proportion of males and females in each Quartile Pay Band

**As displayed in the following table, Dayspring Trust has a higher proportion of women in all quartiles with the total number of female staff being 199 compared to a total of 57 male staff.**

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	92%	75%	80%	64%
Male	8%	25%	20%	36%

# **DAYSPRING TRUST**

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### **Supporting Statement**

Dayspring Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, appraisal and pay policy and professional development. All our posts are aligned to nationally agreed pay scales: the School Teachers Pay and Conditions document which is reviewed on an annual basis and the use of pay scales set by the NJC (National Joint Council for Local Government Services). Our male and female staff are paid within the same pay band for the same job role and move through their pay scale on an annual basis. For support staff, this is automatic and for teaching staff this is based on performance in role, meaning that earnings are not based on gender.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. In all of our quartiles, we have a higher proportion of women than men and this is due to the high proportion of women within the workforce generally.

Compared to 2020/21, the Trust has seen a further decrease of 2% in female hourly pay within the middle lower quartile and no change in the upper middle quartile. This contrasts with a 3% decrease in male hourly pay within the lowest quartile, and a 3% decrease in the upper quartile.

Within the Trust workforce we have a total of 199 females compared to 57 males. Of the 199 female staff, over 50% are support staff and include catering, cleaning, administrative, technical and classroom based support staff, all being paid at national joint council pay rates. Of the 199 female staff, 47 hold catering and/or cleaning roles which are paid at lower pay bands but there are still a small number of female staff within the leadership structure, both teaching and non-teaching. The Executive Headteacher of the Trust is female and females are well represented within the senior leadership team in both our academies holding both Assistant Headteacher and Deputy Headteacher positions.

The majority of staff within the lower pay quartiles are predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. Of the 57 male staff, 34 are teaching staff who attract a significantly higher salary than the remainder of the male staff population.

The overall pay gap reflects workforce composition rather than pay inequalities. The large majority of our staff are female with a large proportion of these working within cleaning and catering roles, traditionally lower paid roles.

We have taken positive action to narrow the gender pay gap by taking the following steps:

- Consistent shortlisting procedures to include anonymised application forms
- Structured interview process
- All candidates asked the same questions
- Candidates graded on each answer
- Tasks set to demonstrate ability and knowledge

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Our interview panels comprise males and females and recruitment practices and processes are geared up to support diversity.

Dayspring Trust also operates a flexible working policy which all staff, irrespective of gender may apply for.

#### **Declaration**

This information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for Dayspring Trust.

**Gill Booth**

**Executive Headteacher/Accounting Officer**